



Community Report 2021



Every Child Thriving



Dear Friends,

East King County has been forever changed by the COVID-19 pandemic and the overdue demands for racial and social justice. Over the past year and a half, Eastside Pathways Partners pivoted to meet the acute needs of so many in our community while also working to examine and change long-standing inequitable systems.

The Eastside Pathways Partnership, with 95 individuals, public, private, and nonprofit organizations, continues to rely on trust, collaborative relationships, and a willingness to step into difficult conversations, including how to recognize and dismantle racially inequitable systems. Each Partner is asked to investigate their practices and policies and make the necessary shifts to improve the systems within which they operate.

Supporting the Partnership's progress towards systems change, the Eastside Pathways Backbone provides space, convening, facilitation expertise, data, and communication to guide, track, and measure Partners' progress, individually and collectively, towards practice, policy, and power shifts. We're honored to work alongside so many in the community who have led and continue to lead this work throughout East King County.

Systems change is most achievable and impactful when community expertise is honored along the way, when strength in communities is recognized, and when power is shifted and shared. We invite you to be part of the change, which results in equitable pathways and outcomes for children, youth, and young adults most impacted, from cradle to career.

Warm wishes,

Stephanie Cherrington
Executive Director

Cathy Habib
Board Chair



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Collective Impact



Eastside Pathways Partnership

For the past 20+ months, the ideal of “*a community where every child is happy, healthy, and successful*” has been more tenuous than in the past. In response to this environment, the Eastside Pathways Partnership has worked with dogged resolve to keep realizing that vision.

Since 2011, the Partnership has relied on continuous feedback from community stakeholders to expand its inclusivity and deepen its commitment to the mission. In 2020, Eastside Pathways welcomed new partners and began to execute the [2020-2023 Strategic Plan](#) that was collaboratively built during the first part of 2019. Executing on the Strategic Plan signaled the readiness of the Eastside Pathways Backbone (core staff) and the greater Partnership to continue the collective work through its next phases:

- Organizing for Implementation (Capacity Building)
- Conducting the Work (Implementation)
- Reporting Outcomes (Data Tracking)

The Strategic Plan has been executed collaboratively and lays out the Partnership’s commitment to Racial Equity, time-bound targeted measures, and whole populations goals for the Partnership’s age ranges ([Ages & Stages](#)).

The Partnership outlined distinct onboarding pathways for Community Partners, Organizational Partners, as well as Philanthropic Partners, all aimed at further involving and empowering the East King County community that contributes to the work.

Three types of Eastside Pathways Partners

Community Partners

Individuals with informal authority who are a part of, or represent, a community or neighborhood in East King County

Organizational Partners

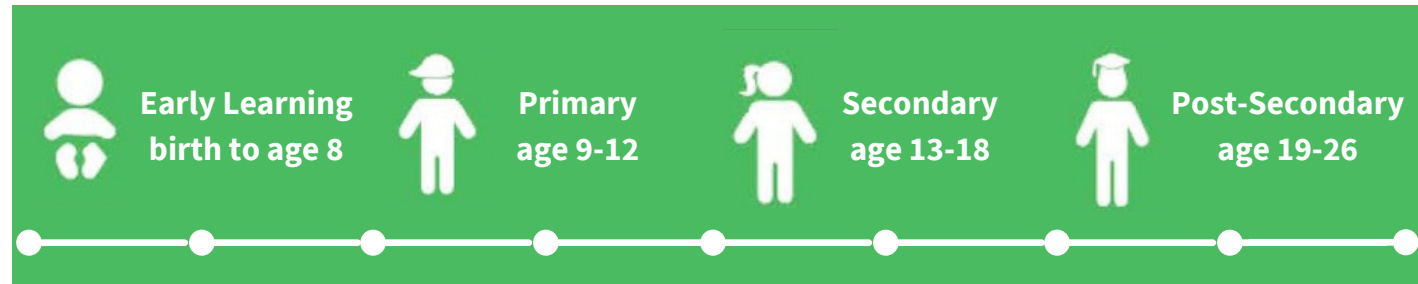
Individuals with formal authority that represent Eastside Pathways Partner organizations in East King County

Philanthropic Partners

Individuals and organizations that provide philanthropic support in East King County

Ages & Stages

The Backbone encouraged partners to converge their interests and resources around four age ranges covering Birth to age 26.



This alignment eliminated the gaps between systems, such as the early learning (0-5) and K-12 sectors, encouraged greater buy-in from partners, and produced targeted strategies to improve outcomes.



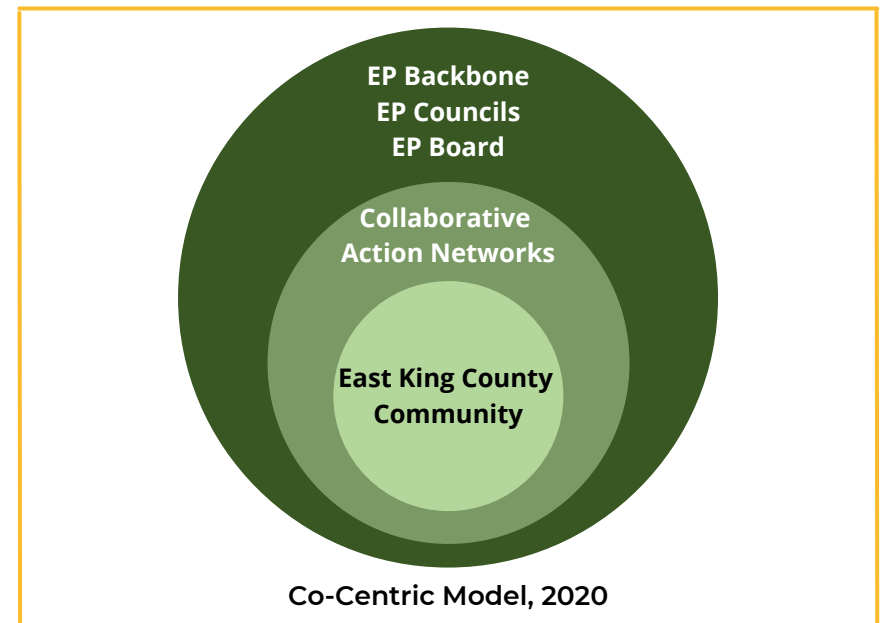
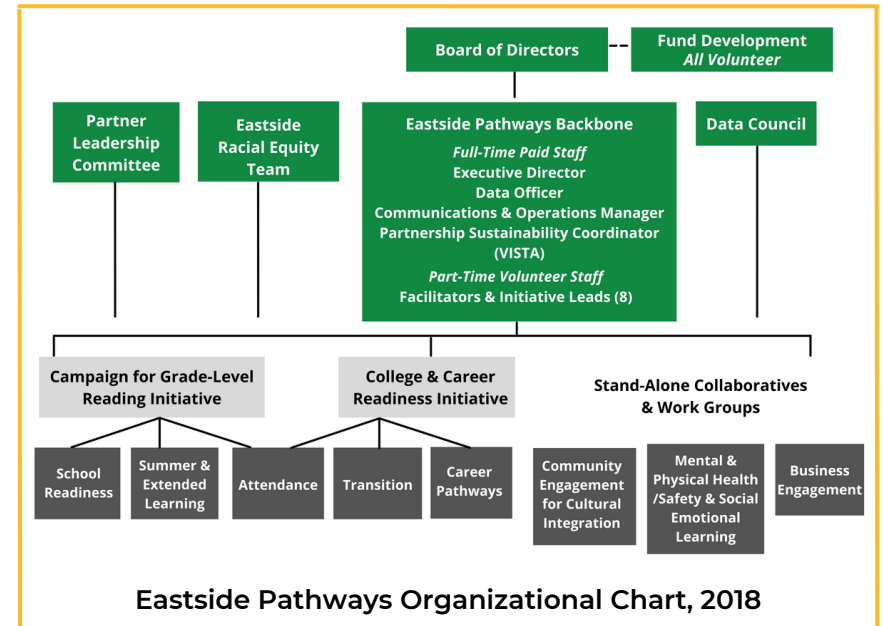
From a Hierarchical to a Co-Centric Model

In 2020, the Eastside Pathways Partnership began to expand its collective decision-making rooms because the Partnership had been mostly comprised of ‘Organizational’ partners.

Despite having an influential voice within their community, community members were not regularly present in collaborative spaces nor were they routinely included in formal decision making. Subsequently, students and communities in East King County noticed the solutions emerging from these collaborative spaces were often programmatic rather than systemic.

When addressing students’ sense of belonging, a contributing factor to high school graduation rates, some partners devised a strategy to hire more staff of color to increase diversity. Families, youth, and communities stated that hiring more staff of color in the name of diversity represented a programmatic solution (tokenism). A more systemic approach would have been to address whether the organizational environment was welcoming to existing staff of color to promote staff retention.

The Partnership’s organizational structure moved from a hierarchical model featuring traditional top-down decision making to a co-centric model placing decision making in the center and empowering Community Partners and individuals to make decisions on the strategies that impact them.



Demographics

Student Demographics 2020-2021 School Year	Bellevue School District	Lake Washington School District	Total (Both Districts)
Enrollment (K-12)	20,283	31,139	51,422
American Indian / Alaskan	0.1%	0.2%	0.2%
Asian	43.0%	34.9%	38.1%
Black / African American	3.2%	2.1%	2.6%
Hispanic / Latinx	13.0%	10.5%	11.5%
Native Hawaiian / Pacific Islander	0.3%	0.1%	0.2%
Two or More Races	9.4%	8.1%	8.6%
White	31.0%	44.0%	38.9%
Students Identified at Low-Income	17.3%	9.7%	12.7%
Students Enrolled in Special Education	9.3%	10.4%	10.0%
Students Experiencing Homelessness	1.2%	0.6%	0.8%
Students Identified as English Language Learners	15.2%	11.5%	12.9%

Classroom Teacher Demographics 2019-2020 School Year	Bellevue School District	Lake Washington School District	Total (Both Districts)
Total Classroom Teachers	1,268	1,907	3,175
American Indian / Alaskan	0.4%	0.4%	0.4%
Asian	11.1%	4.7%	7.2%
Black / African American	1.3%	0.8%	0.9%
Hispanic / Latinx	7.6%	3.7%	5.2%
Native Hawaiian / Pacific Islander	0.3%	N/A	0.1%
Two or More Races	1.7%	3.3%	2.6%
White	77.1%	86.1%	82.4%

Population Demographics US Census 2019-2020	East King County	King County	Washington State
Total Population	572,195	2,252,782	7,705,281
American Indian / Alaskan	0.2%	1.0%	1.6%
Asian	24.7%	19.2%	9.5%
Black / African American	1.9%	6.9%	4.0%
Hispanic / Latinx	6.9%	9.8%	13.7%
Pacific Islander	0.2%	0.8%	0.8%
Two or More Races	5.0%	5.1%	10.9%
White	61.8%	58.9%	66.6%
Individuals Identified at Low-Income	5.8%	9.2%	9.8 %
Individuals with Disabilities	3.5%	6.3%	8.7%

NOTES

- East King County cities included: Bellevue, Bothell, Carnation, Duvall City, Fall City, Issaquah, Kenmore, Kirkland, Mercer Island City, Newcastle City, North Bend City, Sammamish, Snoqualmie, Redmond, Woodinville
- The United States Census has not revised county level population racial/ethnic demographic figures for 2020. These county populations represent the 2019 figures
- The United States Census revised statewide population racial/ethnic demographic figures for 2020

How Partners Organize to do Collective Work

Within the Eastside Pathways Partnership, partners and stakeholders can join any number of collaborative groups focused on addressing challenges within a strategic area of the Partnership or the Partnership overall.

Collaborative Action Network (CAN)

A convening of partners and stakeholders around a specific outcome through which they can take collective and aligned action on a common agenda – including the development, implementation, and measurement of adaptive solutions to a given challenge. CANs are ongoing and address a unique challenge each annual work cycle.

Council

A community of practice comprised of partners with shared expertise brought together by a formal agreement to meet consistently and provide guidance and consultancy to the Partnership. Councils are ongoing to address all challenges arising in their area of expertise.

Taskforce

A group of partners brought together, usually for a short defined period, to address a particular challenge at the level of the Partnership.

Affinity Space

A group of partners and stakeholders sharing a common identity coming together to share about that identity, the system's impact on that identity, and how it effects their professional role and humanity.

Working Through the Pandemic



Responding to the Pandemic

At the onset of the COVID-19 pandemic, Eastside Pathways Partnership began meeting virtually. This shift furthered the Eastside Pathways Backbone team's efforts to provide equitable facilitation, instruction, and coaching on the methods and tools necessary to engage in collective work. This process created trust and relationships allowing partners to work within and beyond the virtual space – ensuring sustainability of their efforts during and beyond the crisis of the pandemic. As the effect of COVID-19 and the shelter-in-place orders spread through East King County and Washington State, the Partnership responded quickly with a Collaborative Action Network focused on a response to the pandemic.

Since March of 2020, the Eastside Pathways Backbone has convened numerous organizations within the Partnership to discuss the response to the many aspects of the pandemic. Each week, over the course of 2020, 71 unique organizations across seven sectors (Business, Civic/Government, PK-12 Education, Higher Education, Philanthropic, Faith-Based Organizations, Community-Based Organizations) came together to align within focus areas addressing some of the pressing problems they identified facing the East King County community – Housing, Remote Living and Learning, Mental Health and Wellness, Food Scarcity, and Funding for Community-Based Organizations. Since March 2021, this group has continued to meet every other month as they provide the necessary support to various communities navigating the pandemic recovery.

When Organizational Partners, Community Partners, and community members logged into the COVID-19 Response CAN and self-organized into five areas, it was a testament to the Partnership's model. Individuals across sectors representing communities, organizations, and municipalities reported on the acute services they were providing and where they saw growing community needs. This effort created a dynamic landscape to support a needs assessment which prompted further action from partners looking to serve their community. Eastside Pathways Partnership provided a broader understanding of which communities were not being served and helped partner organizations recognize the root causes of some of those needs.

“ They [outside leadership] look at the amount of time and think ‘well all they’re doing is talking and they’re all just meeting together so...what’s the benefit of this?’ In the end, I think oftentimes it’s immeasurable because it’s the prevention of problems before they occur, it’s the prevention of gaps.

Ward Urion
Lifewire

““

Eastside Pathways helped me become a better leader by supporting me and giving me information that would help me in a bigger context like nutrition, food, and housing and all these other things that kids and families were suddenly dealing with that most of them hadn't dealt with before...

Cassandra Sage
Lake Washington School District

In response to the growing food insecurity caused by the pandemic, supermarkets, food banks, and school districts collaborated within the virtual CAN to effectively meet the challenge facing many families.

Once partners and community groups were engaged and empowered to solve the issue, they highlighted the uneven power dynamics between some institutions and those they serve. This imbalance often created mistrust and fear, preventing vulnerable communities from accessing the support they required. Institutions and organizations have had to adjust their practices and determine the policy changes necessary to equitably serve the communities they support.

There have been various definitions of success during the pandemic, but survival emerged as a common goal across the Partnership's impacted communities during 2020 and beyond. This survival and success is best framed through stories, lived experiences, and an increased sense of community that contextualize the numbers and graphs describing the pandemic's effects.





Collaborative Action Networks

““

When I went to my first EP meeting in person... It gave me a base to keep on thinking about the relationships. The pandemic has forced me to lean in on those relationships more than ever. That's been a gift for us to think about how collaboration is going to help us as a community be stronger. This is not a competition but how we can bond together and make it a stronger service for the community.

Heather Siegal
YMCA of Greater Seattle

Together, Stronger

As part of the ‘Conducting the Work’ phase of the Strategic Plan, the Eastside Pathways Partnership re-designed a series of work groups formerly known as ‘Collaboratives’ into ‘Collaborative Action Networks’ or ‘CANs’.

These CANs are spaces for partners to identify and collaboratively address the challenges in their communities that impact Eastside Pathways’ six strategic goals such as Early Learning, Racial Equity, and Social and Emotional Wellbeing.

Led by Eastside Pathways’ Community Impact Managers, Kalika Curry and Sandy Nathan, Eastside Pathways Partners address existing challenges and tackle dynamic issues using tools from the Equitable Results Series and Adaptive Leadership framework combined with Anti-Racist framing to transform the systems within their sectors.

The tools empowered Organizational and Community Partners with the agency to advocate for themselves and others pushing for equitable change.



Early Learning Latinx

This CAN hosts the Eastside Early Learning Facilitators (EELF) Project – an initiative funded by King County’s Best Start for Kids grant that is based on the Promotores model where Latinx community members are trained as facilitators of information between the community and Early Child Service Providers in East King County.



Outcome Goal

All Hispanic and Latino children in East King County are supported and prepared to enter and thrive through Kindergarten.

The facilitators establish trusted relationships with families and collect data about services for Hispanic/Latinx families with children from the prenatal stage to five years old through an ongoing series of family visits.

Highlights

- Partners collaborate to support early childcare to further improve outcomes on the Washington Kindergarten Inventory of Developing Skills (WaKIDS) for Hispanic and Latinx students
- Each provider has worked with Eastside Pathways Partner NISO Programs to receive data directly from the community to use for the improvement of their systems and services – specifically the equitable outreach and distribution of services.
- In direct response to barriers that families faced in accessing their services, Eastside Baby Corner (EBC) empowered the community to determine what changes would be most impactful for increasing access. EBC changed their internal policy so that families no longer had to be enrolled and/or rely on the school district to receive these services for their children.

Families identifying as Hispanic or Latinx were asked to share their feelings on how they benefitted from the support of Eastside Early Learning Facilitators and Eastside Early Childcare Providers.

Aprendi de nuevos lugares y actividades de gran interes para mi familia.

[I learned of new places and activities of great interest to my family.]

Porque me dueron informacion qua nesecitabe para mi de salud y do Kindering.

[Because they gave me information about Kindering that I needed for my health.]

Se siente mas segura para presenter y buscar ayuda.

[Feel safe to introduce and seek help.]

Porque ahora tengo mas informacion de los servicios que puedo obtenor y no conocia.

[Because now I have more information about the services that I can get and did not know.]

“ We were able to build a close relationship with BSD [Bellevue School District] to support the transition of kiddos at age 3 to ECEAP [Early Childhood Education and Assistance Program] or their local developmental preschool.

Allison Morton
Kindering



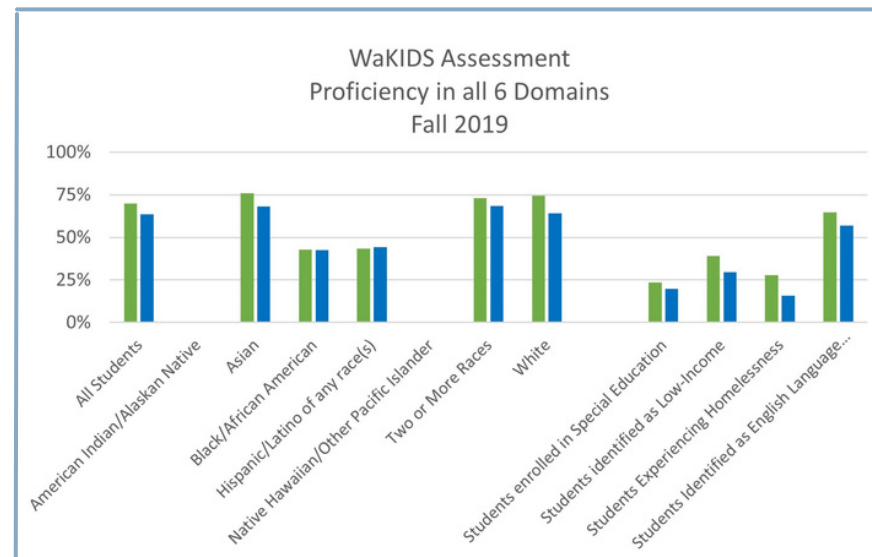
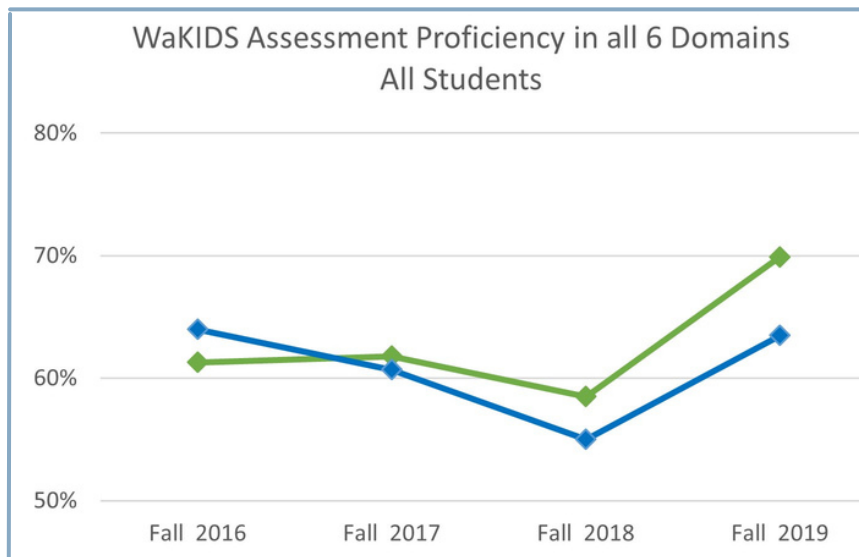
Supporting Parents to Support Children

Two Organizational Partners, NISO Programs (NISO) and the Program for Early Parent Support (PEPS), shared qualitative and quantitative data to support East King County parents with young children. NISO leveraged close relationships they established with communities to collect the information from families and increase the support Latinx/Hispanic families received from early childhood education providers.

In early 2020, through their direct work with NISO, PEPS shifted resources to provide more culturally responsive programming by incorporating the language and culture of the population they wanted to serve. PEPs also expanded into East King County and extended their hours to provide more availability to this community, yet they were unable to provide more Spanish-speaking support coaches. Addressing this meant PEPS employed community facilitators from NISO to lead family and child support groups ensuring East King County Hispanic and Latinx families the opportunity to engage in critical services through a trusted connection.

WaKIDS Assessment: Six Domains

- Social-emotional
- Physical
- Cognitive
- Language
- Literacy
- Mathematics



Mindsets Essential Skills & Habits (MESH)

This CAN works with in- and out-of-school student support programs to help them foster social emotional learning (SEL) skills for students and youth as they move from high school into their post-secondary environment.



Outcome Goal

All programs and supports for high school aged students and youth positively impact their SEL development to and through their post-secondary journey.

A diverse set of Eastside Pathways Partners developed a framework (Eastside Pathways Benchmark of Quality) that scaffolds equitable and supportive SEL practices to be used by in- and out-of-school programs.

Highlights

- Local school districts, community-based organizations, and health centers convened to review national research and offer their own institutional knowledge of how their populations can be served more equitably through additional program supports targeting SEL.
- Six partners have dedicated their time and resources to participating in a ‘Small Test of Change’. Over the course of a year, they will use the Benchmark of Quality to examine the equity and efficacy of their program’s practices in supporting their youth and students.
- Rainier Athletes, a partner organization, is participating in this CAN and holistically supporting Eastside students. Using connections from this CAN, Rainier Athletes’ staff realized some of their students had needs best supported by the mental health services offered by Youth Eastside Services. These types of connections further extend continuum of care for East King County students and youth.

Benchmark of Quality Framework

The Eastside Pathways Benchmark of Quality (BoQ) is a framework that has been collaboratively built as an internal evaluation tool for continuous improvement for in- and out-of-school programs serving high-school-aged youth.

The framework allows programs to measure the quality of their practices and programs and support the social emotional wellbeing of their students and youth.

The framework was developed with the help of research partners from the University of Washington's School of Education and Resilience Lab, School's Out Washington (SOWA) and Eastside Pathways Partnership's Organizational and Community Partners in East King County.

Students in the Bellevue and Lake Washington School Districts shared their lived experience and provided feedback and edits on the measures of program quality.



Looking at policy, practice and standards...I am looking forward to developing or implementing a policy into youth development and programs.

Jackie Bui
Youth Eastside Services



Youth Voices of Support

It is the opportunity to bring awareness to problems that youth/students/community might have. [It] brings light to problems that we may not have recognized before.

This tool is a step forward towards equity and liberation of all people.

This work is important to me because if these programs are the ones that I and my peers participate in, we want it to support us in the best way. I like the BoQ because it gives concrete ways to evaluate these programs (not just empty words).

It's 2021, a lot of things have changed. The idea of diversity must no longer just be stated but be incorporated. Equity is an issue and these domains are necessary for youth and students to be comfortable. If the program directors aren't aware, it's because the youth/students are not telling them; it is not because it's not happening.

Career Pathways

This CAN focuses on mentorship, challenges around graduation, summer-melt, data sharing, and racial equity. Partners meet quarterly to cross-share resources and collaborate on solutions supporting students nearing the end of the Cradle to Career

Continuum, especially those served by the Bellevue and Lake Washington School Districts.

Additionally, this group works with the Eastside Pathways Data Council to understand and mitigate the unforeseen longer-term effects that remote learning, disconnection, and lack of attendance may have on the K-12 to post-secondary transition.



Outcome Goal

Connect and strengthen relationships with leaders and organizations charged with serving young adults from high school through entering a career of their choosing.

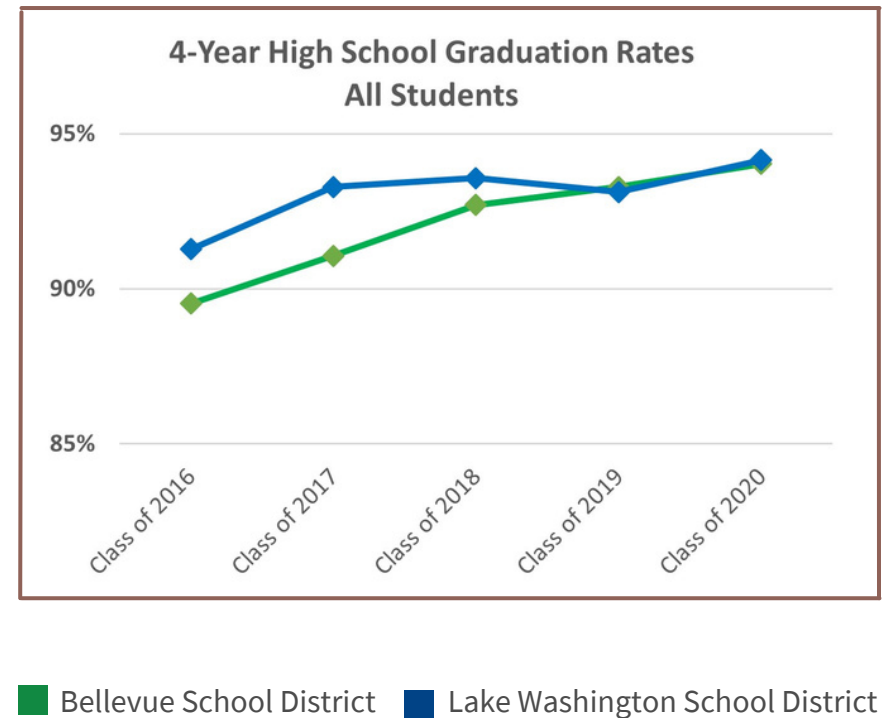
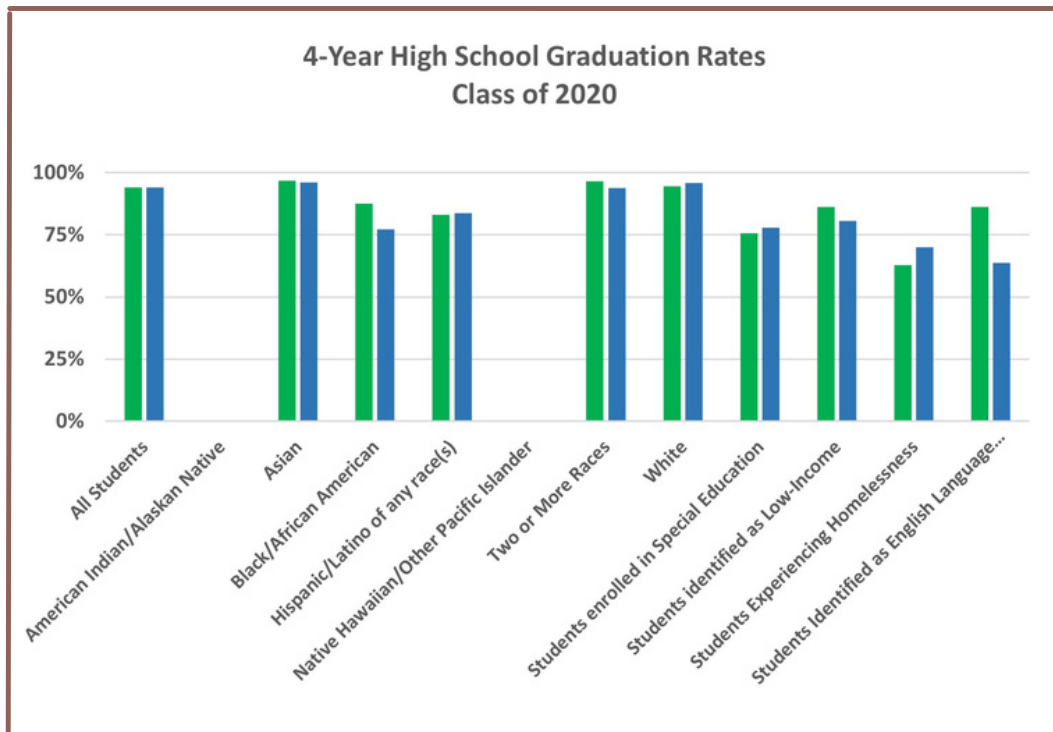
“When I think of Eastside Pathways...the understanding was to try to provide more opportunity for our underserved populations and youth, opportunities within our business partners and companies...”

Marilyn Henselman
Bellevue School District

Data Tip

A graduation rate is based on a cohort of students who begin 9th grade together. Students transferring into or out of high school during this time are added or removed from the cohort.

For this 4-Year Graduation Rate, the cohort is made up of students who began 9th grade in the Fall of 2016.



■ Bellevue School District ■ Lake Washington School District

Covid-19 Response

This CAN convenes partner organizations combining their existing infrastructures to explore strategies and solutions to the community challenges created and/or exacerbated by the Covid-19 pandemic.

2020-2021 OVERVIEW

VIRTUAL MEETINGS

45



INDIVIDUALS



250+

ORGANIZATIONS

76



SECTORS REPRESENTED*



8

Outcome

Participants are focused on ensuring all individuals in East King County have what they need to thrive during this dire time.

Highlights

- The City of Bellevue created a data repository tracking food distribution within its city limits as its residents faced unprecedented food challenges at the onset of the pandemic. Addressing the demonstrated food insecurity required the City to broaden its strategy of communication to include multiple languages and modalities for its diverse community, including residents who are nonverbal and those experiencing homelessness.
- KidsQuest Children's Museum delivered more than 2,000 learning kits to families at food banks, housing sites, and afterschool programs to support remote learning during the pandemic. KidsQuest also worked with Community and Organizational Partners in this CAN to have material translated more broadly to remove the language barriers for the impacted community.
- A group of partners focused on improving access to Eastside funding that is available to community organizations led by and serving Black, Indigenous, Latinx, and Asian communities. These partners engaged with OneEastside (formerly OneRedmond) to connect grassroots organizations, emerging nonprofits led by individuals of color, and the immigrant community with Eastside cities and Chambers of Commerce. The group is currently creating performance indicators to measure the sustained impact the collaboration has on these organizations.

* See page 40 for the complete list of sectors

Highlights – Remote Living & Learning Group (now known as Equity in Communications Focus Group)

When the Remote Living and Learning group began meeting at the beginning of the COVID-19 pandemic to share and discuss ways to help families, it was clear that language was again going to be a barrier for Latinx families and students in terms of receiving information in a culturally responsive way. Information is often translated without cultural context, preventing families being able to support or advocate for their students.

The Remote Living and Learning group conducted a focus group in the Fall of 2020 to hear from parents where they needed support, what they have been struggling with, and what had been helpful. Based on what they heard, they decided as their small test of change to create a video newsletter from Bellevue and Lake Washington School Districts that would deliver information by native Spanish speakers and be featured on Facebook and YouTube in 15 minute bi-weekly segments.

The video newsletters covered up-to-date information from both school districts, including how to access programs, and ways to continue to navigate the school system. These videos continue to grow in reach, averaging 2,500 viewers per video and are shared by multiple organizations.

In the Spring of 2021 they held another focus group and heard that families found the videos incredibly helpful in understanding what was happening in their child's school district. Families felt informed and empowered by receiving the information verbally, in their own language, and on a platform that allows for video and comments. Families liked how the content could be shared with other families to help them learn how to navigate the public school system.

“

I have found the Eastside Pathways [EP] meeting to be the most fulfilling the last year and a half of working in education during the pandemic because the specific action items and the process and procedures that EP uses helps you to organize yourself to a committed action...

Cassandra Sage
Lake Washington School District

Video newsletters will continue to be created and the group continues to meet bi-monthly and share many emails to gather information to share throughout the community. They are looking for more ways to support families and encourage them to engage in all school programs of their choice.



My organization and the Remote Living and Learning group worked to inform Latino families about BSD and LWSD using relevant information and the communications channels they are familiar with.

Liliana Medina
Sistema Escolar USA

Through the COVID-19 Response Collaborative Action Network, Lifewire gained information integral to their work at Bellevue College with youth enrolled in the Running Start program as well as first generation college students. Lifewire's ability to access more resources and close additional gaps for these students was possible due to their understanding of the fuller resource and service map existing in East King County.



[The COVID-19 Response CAN] helped us identify where we needed to create a structure to provide direct support in mental health. We saw the community as a whole as being affected by the pandemic. As an organization, we decided to create a structure for that kind of mental support.

Annu Luthra
Indian American Community Services



[Eastside Pathways] really modeled well how you were willing to put on hold probably what was in your strategic plan and pivot to what you felt was an urgent immediate need... for the community to have a place to share COVID resources, kind of mourn and build some community. Kudos to that.

Liz Mills
Eastside Community Member

Capacity Building & Affinity Spaces



Skill Building for Greater Impact

For Eastside Pathways Partners to appreciate the scope and complexity of the Collective Work, they require a deep understanding of how the Partnership approaches its goals and collaborates with the community to achieve them.

One of the Partnership's strategic priorities has been strengthening the skills and abilities of Partners to improve their own practices towards equity and successful community outcomes. The fundamental areas of the Partnership's work are Adaptive Community Leadership, Collective Impact, the Equitable Results Series, and Racial Equity.

Relying on survey data from the CANs, Councils, and Taskforces, the Backbone supports Partners in understanding tools such as:

- Gracious Space
- Community Engagement
- Data Driven Decision Making
- Conflict Navigation
- The exploration of a community or region's Racial History Timeline.

Eastside Pathways Partners co-development of 'working agreements' is fundamental the success of the CANs.

These agreements ensure stakeholders can impact the desired outcome by working together differently and spreading the work among organizational and program representatives. These working agreements shape how partners remain involved and practice the work within their organization.

The partners' commitment to these working agreements helps them navigate through the discomfort of some processes of Adaptive Leadership and ultimately towards a safe container that is inclusive to a wide variety of values and norms.

Capacity Building – Racial Equity

People of Color Affinity Space



After the May 2020 murder of George Floyd, many people of color in the East King County community and beyond reported increased fatigue due to their own racial trauma. The nation-wide awakening about the sinister effects of racism in the United States often deprived individuals of color the space and time to process these traumas.

Before and during this time, the Eastside Pathways Backbone worked to disrupt existing power dynamics in the Eastside Pathway's Partnership and envision spaces that invited a broader audience that better represented the diverse community impacted by this work. This shift in representation led to the creation of affinity spaces for individuals of color, as well as a public push for more equity from Partner Organizations.

Following the Partnership's new framework and ideology, the People of Color Affinity Space was launched to center people of color. This Affinity Space invites Organizational and Community Partners of color to reflect on their individual and collective lived experiences to envision a different structure for Partnership convenings and promote organizational cultures in which they can thrive. The design process for the People of Color Affinity Space followed a protocol of Equity, Diversity, and Inclusion.

Capacity Building – Racial Equity

Eastside Pathways Equity Pledge

Eastside Pathways Racial Equity Taskforce co-developed a way to deliver the stories and experiences of individuals of color throughout East King County, some of whom were partners and participated in the People of Color Affinity Space.

That took the form of the Eastside Pathways Equity Pledge (EPEP) and the evolving continuum of Racial Equity measurements that Community and Organizational Partners can use to assess their progress on equity.

This co-development journey began the transition from Racial Equity being a spoken value to becoming a tangible goal with a strategic pathway.

During 2021, the Partnership focused on transitioning the Racial Equity Team, to a council model providing ongoing support to the Partnership. This transition spurred the Racial Equity Taskforce to assess the current mental models, capacities, and racial equity trends in East King County.



“

We signed the pledge because we feel it is important to make space to honor the commonality, the uniqueness, and the strengths within each of us. We commit to supporting and learning from each other so we can grow as individuals and collectively as a community equitably. We seek to nurture this within our team but also with the children and adults we serve.

Dhaarmika Coelho
Camp Kindness Counts



Capacity Building – Racial Equity White Affinity Space

In addition to the People of Color Affinity Space, the Partnership began the White Affinity Space to explore racial equity through multiple lenses. This Affinity Space invited staff, Organizational, and Community Partners identifying as White, to learn, challenge, support, and question themselves and each other regarding issues related to their own racial equity journey, be that personally, in their role as an individual or as part of an organization, or within a broader system (i.e. neighborhood, school district, etc.).



Capacity Building – Racial Equity Wisdom Series

After a series of conversations with social justice thought leaders, Eastside Pathways began hosting a video series including talks and presentations featuring leaders and thinkers of color. The series allows partners to reflect on the speakers' lived and learned experiences, challenges, and successes in navigating their role. The goal of these talks, presentations, and screenings is to encourage inquiry and action that create a community discussion to bring together different sectors of the Partnership.

Capacity Building – External Support Washington State Cradle to Career Network

As part of the Washington State Cradle to Career Network (C2C), the Eastside Pathways Backbone staff meets monthly with eight other Collective Impact Partnerships around Washington State to ensure best practices.

These meetings tackle advocacy agendas, strategies, and communications impacting the state policies influencing the local environment. These convenings allow the Eastside Pathways Partnership to leverage the resources and place-based expertise of organizations and communities across the state and understand the varied impact of the Washington State Legislature’s policy decisions on community-based work in East King County.

Capacity Building – External Support StriveTogether Network

Nationally, Eastside Pathways Partners, including the Backbone, engage with collective impact peers around the country through the StriveTogether network.

StriveTogether’s ability to gather partners around common challenges and successes provides the opportunity to engage in policy and practice issues on a national level while creating the opportunity for cross-sharing, coaching, facilitation, and mentorship.

Some of the work the Eastside Pathways Backbone has participated in since January of 2020 includes:

- Asian Affinity Space
- Black Affinity Space
- Collaborative Action for Results
- Co-Development of Solutions
- Co-Development of Community Engagement
- Collaborative Improvement Series
- Data Manager’s Role-Alike
- Data Advisory Committee
- Multi-Racial Affinity Space
- Systems Indicators Pilot



What's Next

Reimagining Leadership

The Eastside Pathways Partnership remains committed to empowering the community impacted by existing systems.

In the fall of 2020, the decision-making body of the Partnership, the Eastside Pathways Board, began a process of re-imagining what Board leadership looks like for the Partnership. This stemmed from the Board's reflection on community input and how the Partnership holds decision-making authority.

Expected to continue through the first half of 2022, a broader goal of this work is to provide an example of responsive, representative, and equitable formation and sustainment of leadership tables for other East King County organizations to follow or contribute to.



“

Our willingness to listen to and learn from one another, examine history together, scrutinize and modify our practices is critical if we truly want to achieve equitable pathways and outcomes, especially for children, youth, and young adults most impacted by current systems.

To achieve an equitable, culturally responsive leadership structure, we need to co-create that structure with Eastside Pathways Community Members and Eastside Pathways Organizational Partners who represent many different lived experiences, racial, and cultural identities.

Cathy Habib
Eastside Pathways

Data Strategy

In complex collective and adaptive work, data is a vital tool in diagnosing the health of the Partnership and tracking systems change. The Partnership's Councils, Taskforces, and Partners capture and track the smaller "ripple effects" of the work happening within the CANs and Partner organizations.

Moving forward, an effort to understand Partners' data culture, capacity, and practices is an opportunity for them to examine and strengthen their own use of, and reliance on data. This includes Partners' work on strategies to achieve short-, medium-, and long-term outcomes. The Eastside Pathways Data Strategy will allow the Partnership to hold itself accountable to its community and the work of moving systems towards equity.

This Performance Measure Grid from the COVID-19 Response CAN in 2020 lays out how the Backbone, the Partnership, and the specific CANs have strategically used data to move their work.

How Much

- **Food** – # vouchers provided to families, # meals served, increased language accessibility
- **Housing** – Amount of rental assistance provided to families
- **Remote Living and Learning** – # of families with internet access for families, # of students engaging in online school activity
- **Health & wellbeing** – % of individuals whose insurance covers telemedicine services
- **Funding** – collectively determining focus areas for funds received and granted to serve East King County

QUANTITATIVE INDICATORS

Difference Made

- **Food** – 80% of population experiences food security
- **Housing** – 50% of population secure in housing
- **Remote Living and Learning** - 30% of East King County residents have what they need (basic services/support) to survive in this time of living remotely
- **Health & Wellbeing** – <50% of East King County residents have access to the health and wellness supports necessary to survive this time
- **Funding** – funds received in East King County to serve 40% of those in need so they thrive

Tracking movement from these
baseline percentages

EARLY SYSTEM LEVEL
PROGRESS INDICATORS

How Well

- Averaging 54 attendees over 22 calls
- 70 organizations representing 7 sectors
- 80% of respondents said “*impacted a lot*” when asked how hearing the experience of populations during fishbowl sessions impacted knowledge of gaps to address
- 70% of respondents said “*impacted a lot*” when asked how the practice of active listening to different affinity groups impacted them
- 50% of respondents said “*changed somewhat*” and 30% of respondents said “*changed a lot*” when asked how the practice of centering focus populations changed how you approach your work

TACTICS OF HOW WE ARE WORKING TOGETHER

Better Off

100% (464,797) of East King County residents have support and services needed to survive through this dire time/October 2020

East King County Cities: Bellevue | Duvall | Issaquah | Kirkland | Mercer Island City | Newcastle | Redmond | Sammamish

FOCUS POPULATION RESULTS TBD

The Growing Edge

The work of creating a better system requires sustained effort and perspective.

As partner organizations move to empower their communities, individual and collective practices and policies must continue to reflect and honor the power, voice, and agency of those they work with and serve.

Some individuals and communities impacted by the collective work know that sharing their lived experience has rarely led to changes in policies and/or procedures.

Each Organizational and Community Partner in this work can use communication to accelerate the ripple effects that lead to systems change by faithfully telling and abiding by the unique stories from the communities they serve.

Holistically, the Eastside Pathways Partnership is uniquely situated to prioritize the voices of the youth, families, and communities most impacted by policy changes while also convening the Organizational Partners who can ultimately see those changes through.

As the Partnership moves forward, it is critical to remember that communities are drivers of change in re-imagining more equitable systems.

“

We have a non-bias, objective entity that is looking at the work and the needs of what's going on in the community, and it's able to say back to the city: 'Here are the needs' without it being biased. That helps us strengthen and shape our policies and our actions at the city.

Helena Stephens
City of Bellevue

Convening & Facilitating



Eastside Pathways

Backbone Staff

Kalika Curry, Community Impact Manager
Payton Richardson, Data Officer
Sandy Nathan, Community Impact Manager
Stephanie Cherrington, Executive Director
Sujata Agrawal, Communications Content Manager
Vicky Yu, Business & Operations Manager

Board

Cathy Habib, Chair [Eastside Pathways]
Tom Brewer, Vice Chair [Bellevue Presbyterian Church]
David Long, Treasurer [The Everett Clinic]
Alka Manchanda, Secretary [Community Advocate]
Carol Helland [City of Redmond]
Christine Chew [Bellevue School District]
David Downing [Youth Eastside Services]
Helena Stephens [City of Bellevue]
Kevin Skogen [Mainspring Wealth Advisors]
Kristen Jones [Bellevue College]
Matt Gillingham [Lake Washington School District]
Putter Bert [KidsQuest Children's Museum]
Shelley Brittingham [City of Bellevue]
Siri Bliesner [Lake Washington School District]
Sue Baugh [Eastside Pathways]

Partner Development Committee

Alka Manchanda [Community Partner]
Bellevue College
Bellevue Presbyterian Church
Mainspring Wealth Advisors

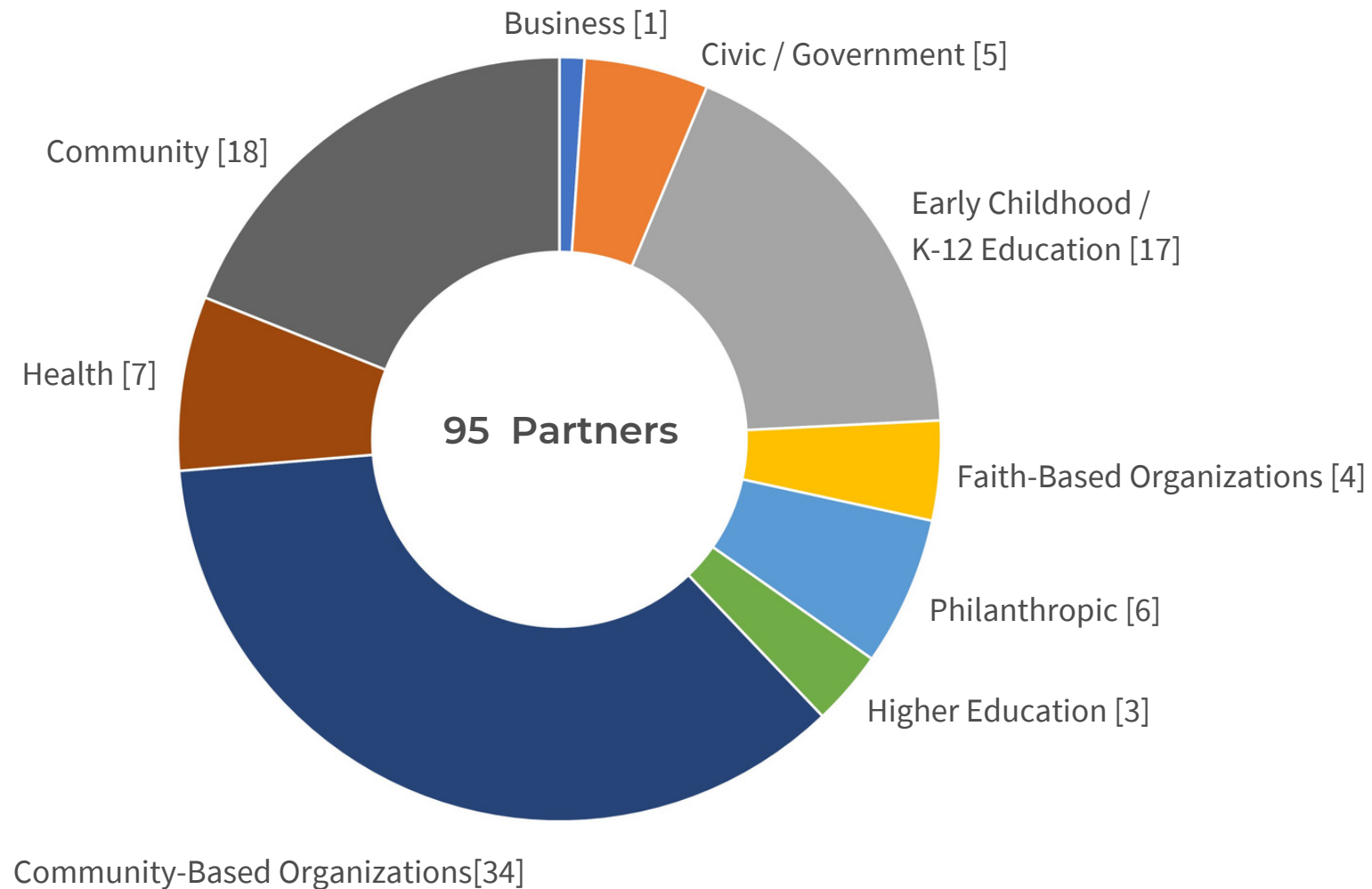
Data Council

Bellevue College
Bellevue School District
Child Care Resources
City of Bellevue
Lake Washington School District
Youth Development Executives of King County

Racial Equity Taskforce

Bellevue Presbyterian
Bellevue School District
City of Bellevue
City of Kirkland
Eastside Pathways Backbone
Indian American Community Services
KidsQuest Children's Museum
Kirkland Police Department

Eastside Pathways Partnership



Partners

Early Childhood/K-12 Education

Bellevue Education Association
Bellevue School District
Bellevue Schools Foundation
Brocks Academy
Child Care Resources
Children's Institute for Learning Differences
College Success Foundation
Communities in Schools of Renton-Tukwila
Eastside Academy
Eastside Baby Corner
FISHPOND Preschool
KidsQuest Children's Museum
Kinderling
Lake Washington School District
Lake Washington Schools Foundation
SkillSpire
Tiny Trees Preschool

Higher Education

Bellevue College
Lake Washington Institute of Technology
Northwest Education Access

Civic/Government

City of Bellevue
City of Kirkland
City of Redmond
King County Housing Authority
King County Library System

Community-Based Organizations

4 Tomorrow
Alliance of People with disAbilities
Ashoka Seattle
Asian Counseling and Referral Service
Assistance League of the Eastside
Backpack Meals for Kids
Bellevue Family YMCA
Bellevue LifeSpring
Big Brothers Big Sister of Puget Sound
Boys & Girls Clubs of Bellevue
Camp Kindness Counts
Centro Cultural Mexicano
Chinese Information and Service Center
Eastside for All
Eastside Legal Assistance Program
Friends of Youth
Global Social Business Partners
Hopelink
Imagine Housing
Indian American Community Services
Leadership Eastside
League of Education Voters
Lifewire
Mission InspiEd
Muslim Community and Neighborhood Association
NISO Programs
Nourishing Networks

Pacific Science Center
Program for Early Parent Support
Rainier Athletes
Sistema Escolar USA
SOAR of King County
Sound Healthcare
The Garage

Faith-Based Organizations

Bellevue Presbyterian Church
East Shore Unitarian Church
Saint Andrews Lutheran Church
Westminster Chapel

Health

Allegro Pediatrics
Eastgate Public Health
HealthPoint
International Community Health Services
Overlake Medical Center & Clinics
Seattle Children's Bellevue Clinic and Surgery Center
Youth Eastside Services

Business

Mainspring Wealth Advisors

Community

Alka Manchanda
April Shine
Blanca Rivas Lefort
Byron Shutz
Cathy Habib
Chris Enslein
David Long
Devon Love
Haruka Kojima
Jim McEachran
Josephine Young
Judy Yasutake
Melissa Sprague
Michelle Williams-Clark
Patrick Bannon
Sue Baugh
Tony Laliberte
Tonya Swick

Philanthropic

Janet Levinger
Susan Sullivan
Microsoft Corporation
Social Venture Partners
The Ballmer Group
United Way of King County

Citations

Page 9: District Enrollment by Race/Ethnicity: OSPI, October 2020
District Classroom Teacher Demographics by Race/Ethnicity: OSPI, October 2019

Page 10: Geographic Demographics: United States Census, American Community Survey, July 2019

Page 19: Washington State Kindergarten Inventory of Developing Skills (WaKIDS): OSPI, Fall 2019

Page 23: High School Graduation Rates (4 year): OSPI, 2020

OSPI: Washington Office of the Superintendent of Public Instruction

NOTE:

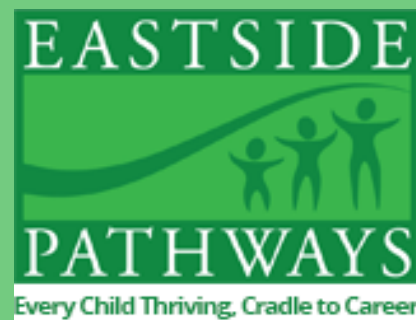
In many graphs on academic outcomes there are too few students identifying as Alaskan Native, American Indian, Native Hawaiian, or Pacific Islander for these figures to be available. Adherence with the Family Educational Rights and Privacy Act (FERPA) mandates these educational records be suppressed when the student group is less than 10.

Due to the pandemic's disruption of statewide academic testing, this report reflects data spanning the period of the 2018-19 school year through the 2020-21 school year. The numbers and narratives are meant to provide a snapshot of our collective work from January 2020 through the end of 2021.

Acknowledgements

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